

Diversity Policy (LEVEL 1a)

It shall be the policy of the board to provide equitable learning environments for the students attending ICCSD. It is the board's policy that greater diversity and enhanced learning will be the result of establishing the following diversity goals.

Definitions:

"Minority students": For purposes of this policy, *"minority students"* is defined to mean that category of students who are eligible for free or reduced price lunches offered under the District's nutrition program.

"Non-minority students": For purposes of this policy, *"non-minority students"* is defined to mean that category of students who are not eligible for free or reduced price lunches offered under the District's nutrition program.

"The District": For purposes of this policy, *"the District"* shall refer to the Iowa City Community School District.

Achieving Diversity Goals (LEVEL 2a)

Equal opportunity in school programs shall be provided to all students regardless of socioeconomic status. Factors that aim to increase diversity and reduce socioeconomic isolation will be considered and implemented regarding student assignment and the location of educational programs at various schools within the District. The relevant "minority students" percentage (that is, the socioeconomic indicator of students eligible for free and reduced price lunches as compared to all students) will be used to achieve the goals of:

- no more than 10 percentage points of difference between the comprehensive high schools (grades 9-12) with the highest and lowest percentages of minority students at such schools in the District;
- no more than 15 percentage points of difference between the junior high schools (grades 7-8) with the highest and lowest percentages of minority students at such schools in the District; and
- for each elementary school (grades K-6), no more than 15 percentage points above the mean percentage of minority students for all elementary schools in the District.

Resources (LEVEL 2b)

Resources will be allocated as appropriate in order to assure the diversity goals are achieved and to pursue equity throughout the District.

Capacity Utilization (LEVEL 2c)

Before adding onto current existing secondary facilities or building any new secondary facilities, the existing schools serving the relevant grade levels will need to be fully utilized. The following goals are established:

- at least 95% of the capacity of permanent secondary school buildings should be utilized;
- the degrees to which schools' enrollment capacities are utilized shall not be allowed to differ by more than 10 percentage points between the most filled and least filled high school, or 15 percentage points between the most filled and least filled junior high school.

To further assure diversity within the District, open intra-district transfer approvals for students seeking to enroll out of their respective neighborhood school and into a different school within

| the District shall not cause either school's percentage of minority students or percentage of utilization to exceed the limitations set forth above. All other applications will be processed as per current policy. This policy shall not affect open enrollments into or out of the District.

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Associated Superintendent Limitations:

The superintendent shall not (LEVEL 2a):

1. Fail to develop a plan to achieve and maintain the diversity goals established by the board pursuant to its diversity policy.
2. Fail to achieve the diversity goals for grades 9-12 by school year 2015-16

3. Fail to achieve the diversity goals for grades K-8 by 2018-19 , and maintain a demonstrable pace toward achieving those goals of at least 20% progress on the diversity plan annually.

3.4. Fail to include in the diversity plan programming initiatives, including magnet programs, designed to promote the voluntary transfer of students and utilize new facilities and newly expanded facilities as the opportunity for attendance zone adjustments as the primary means to meet diversity goals.

4.5. Shall not utilize or create non-contiguous pockets of either high or low FRL areas bused to another to effectuate either the capacity or diversity metrics stated herein.

The superintendent shall not (LEVEL 2b):

1. Fail to develop a plan to assure equitable use of the District's facility resources in pursuit of diversity within buildings and classrooms.

The superintendent shall not (LEVEL 2c):

1. Fail to develop a plan to achieve and maintain the capacity utilization of permanent buildings goals established by the board pursuant to its diversity policy.
2. Fail to achieve the capacity utilization goals for grades 7-12 by 2015-16
3. Fail to achieve at least one diversity or capacity utilization goal at the 9-12 by 2014-15 in the special case that differences in both diversity and capacity utilization exceed 10 percentage points between two comprehensive 9-12 schools in the District.

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